

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

October 20 – 21, 2005

MINUTES

THURSDAY SESSION

MEETING CALLED TO ORDER at 9:20 a.m.

ROLL CALL – quorum was present

GREETINGS: Jack Patton, Region 5 Supervisor, welcomed all to North Central Washington on a glorious fall day. He shared information on some really quite nice wine tasting places. If you came from in Wenatchee, you drove by one. There are some others on the way to Manson, which are only six or seven miles up the road. So if you have time that would be a good thing for you to do.

Part of my job as a supervisor is I get to work with these folks over here, the apprenticeship coordinators. And the person that I supervise is Marcia Brown. I wanted to take this opportunity to thank Region 1's management, Bill Chrisman, Central Office, Karen Carter, and Nancy Mason for pinch hitting, doing a heck of a lot of work over the last couple months, and making things move along, while Marcia was out on leave. So thank you guys for stepping in.

MINUTES: *M/S/C* to approve the July 21 – 22, 2005 minutes.

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
Gloria Ashford	Puget Sound Electrical Joint Apprenticeship and Training Committee
William M. Clark (previously issued)	King County Carpenters Apprenticeship Committee
Larry Overly	Southwest Washington Pipe Trades Joint Apprenticeship & Training Committee
Lonnie Moore (previously issued)	W WA Painters, Decorators & Drywall JATC
Lewis Wasicki	Western Washington Millwrights Joint Apprenticeship & Training Committee
Philip D. Wells	Northwest Washington Plumbers & Steamfitters Joint Apprenticeship and Training Committee

COMMENDATION AWARD:

<u>Name</u>	<u>Organization</u>
Robert M. Williams (previously issued)	Snohomish County PUD No. 1 Apprenticeship Committee

CORRESPONDENCE: *M/S/C* to approve the correspondence log dated October 20, 2005 as an attachment to the record of today's council meeting.

REPORTS:

State Board for Community and Technical Colleges

Pat Ward, State Board for Community and Technical Colleges, reported. Real briefly, we are gearing up already for the 2006 legislative session but it will not have an impact on apprenticeship funding because it will be the second year of the biennium. No tuition change, no FTE change. We'll just award the second year FTE off of the biennium.

Another piece is the RSI review that was done this month. There was a little glitch in the mail and it took two weeks for the RSI to get from Tumwater to Olympia. We thought that was kind of strange. So we did an RSI review by e-mail and there were five RSI plans that we reviewed. Three of them are fine. Two of them made us remember that the plan documents, the forms themselves that the committees and the apprenticeship coordinators need to complete aren't being completed completely. Yesterday when I was meeting with the coordinators I reminded them that they need to complete it in compliance with that document and that it needs to be enough information that we can review. We recommended that two of them go back to the committees for more work. I provided this morning for you copies of our Centers of Excellence brochure, which talked about Centers of Excellence before, particularly in relationship to the Construction Center of Excellence at Renton Technical College, but there are ten others around the state. So this is just for your information. The other brochure that I gave to you is about our executive director search since Earl Hale is retiring at the end of December. In the process to find Earl's replacement and Al's probably more intimately involved than I am because staff members get a memo each Friday that says what the latest status is. The consultant has been meeting with constituent groups and stakeholders. They currently, the tentative dates right now are that they hope to do initial screening committee interviews November 14th through the 18th and then do final State Board interviews, and Al sits on the State Board, the week of December 5th through the 9th. Hopefully before the end of December have an announcement of who's been hired. They are still seeking stakeholder advice input on this. The consultant's name is Ted Ford Webb and his information is on the back of that brochure. I would encourage you either to work through Al to make sure that the State Board has that information or directly communicate with Ted Ford Webb.

Workforce Training and Education Coordinating Board

Heather Fredericks reported on behalf of Ellen O'Brien Saunders, even though she is no longer an employee of the Workforce Board.

The only real news to tell you about is that next week in Spokane the Workforce Board will be hosting its annual Workforce conference. And Melinda and Dave are both on a panel this year to talk about the apprenticeship community and the business relationship to apprenticeship. Susan has been a participant before so she knows these guys are in for a ride with the Workforce Board conference.

I do want to say thank you from my position at the Workforce Board. It's always been a delight to be here and support the Board through the Council's work. It's great to be here.

I do want to also let you know that now I have accepted a new position. I'm the Director of the Construction Center of Excellence. I look forward to being able to work with you more

fully in this new position. In that role, our first major activity was having Governor Christine Gregoire recognize through a proclamation National Careers and Construction Week. Many of you have probably seen the press release that has gone out, but thanks to Melinda, this was an effort that we put together in order to ask the governor recognize this. This is an important time for us. So it's my pleasure to present you with the original copy of the proclamation on behalf of the governor.

We have one other thing that we want to share with you. We have a terrific new project that has been completed through the Construction Center of Excellence that we are going to share with you. Beth Arman has some copies for you. This is our construction math book. Much of the thanks goes to many of you who are here that helped put together many of the documents in this math book. I'm going to have Beth say a few words about this project.

MS. ARMAN: One thing that has come up over and over again with apprenticeship is that people just don't understand how rigorous these programs are, that this is a noble and a wonderful way to get an education and it's a combination of on-the-job and class and lab experience. The important thing with apprenticeship is applying what you learn. One area where that's especially important is math. I know a number of you have found over the years that people do not come in prepared for the kind of math that is in apprenticeship in general, particularly in the building and construction trades council. So based on the concerns that we have heard, we wanted to put together something for high school teachers and counselors that would describe the math that is used in construction apprenticeship programs and give people a better sense of what happens so that they can better prepare students.

We have a limited number of these right now. We wanted to give them out to the Council. We will be printing more because I know that a number of people will be interested in this. I really do want to thank the many apprenticeship instructors and coordinators that gave us the examples that are used in here. Without your help we couldn't have put this booklet together. But we hope that this will be valuable in showing people what kind of math is used in construction.

COUNCILMEMBER LINK: asked Beth if it would be possible to get a copy of this given to the members of the State Board of Community Colleges?

MS. ARMAN: Yes. The funding for this came from the State Board of Community and Technical Colleges so they were aware that we were working on this. But absolutely, we will share that with all of them as well.

Employment Security Department

NO REPORT

Apprenticeship Training, Employer, and Labor Services (ATELS)

Anne Wetmore reported. I'd like to just say two things here. First is, the GAO report is out. The general accounting office was asked to do a review of the federal oversight of apprenticeship and they went out and they surveyed all the apprenticeship programs of state councils as well as the federal folks. They made four site visits to four different states and Washington State was one of those states. I would like to thank all of the apprenticeship folks that were a part of that visit from the GAO. That was a few months back. Thanks to everyone, the Council, Labor and Industry staff, and the coordinators for hosting these people and letting them know what you thought about apprenticeship.

The report is out. I have only one copy here. However, I believe the Councilmembers have a copy that was placed in your chairs this morning.

For those of you in the audience that I didn't make copies of because I don't want to be wasteful of the federal government money, you can download this from www.gao.gov. The report itself came out in August '05 and the number of the report is 886. GAO 05886 is the number of the report in case any of you would like to read it. Another thing that I wanted to let you know about it is that the Department of Labor have agreed with the recommendations and have already taken steps to implement these recommendations. We also have a letter from the secretary - assistant secretary of labor responding to this on Page 63 so that you can find that if you would like to see what they said.

The other item is that I got one of these; I believe the Councilmembers again have received one. I don't have a whole lot of these, they're promotional materials that the government is putting out.

Right now I have about probably about 30 or 40 and I'm going to take them to the Workforce Board conference next week. But I can try to get more for us.

Office of Superintendent of Public Instruction

NO REPORT

Higher Education Coordinating Board

NO REPORT

Labor and Industries Affirmative Action Advisory Committee

Peter Guzman reported. The Affirmative Action Advisory Committee had a panel discussion yesterday on apprenticeship utilizations on project labor agreements, impacts on Workforce diversity. As many of you know, a lot of our huge capitol public works projects, among other things, have what's known as apprenticeship utilization requirements on those projects. Usually a 20 percent utilization is what we see on these projects and we wanted to have some subject matter experts discuss what their experience has been on these PLA projects, so we had panelists that included representatives from sound transit, labor, contractors, and community-based organizations.

We had two questions that we asked the panelists. The first one was to describe their experience working under a PLA as it relates to apprenticeship utilization requirements and the impacts of Workforce diversity. And secondly, given the fact that the retention of minorities and more specifically women, continues to remain low. What is presently working on these PLA projects and what is not working? Let me just give you a summary of their experience.

For the most part, the PLA's opened opportunities, employment opportunities, for community members to access the jobs. Oftentimes there's criticism of the community that the community is not accessing these jobs that our taxpayer dollars are paying for and on these PLA projects community members have been working and there is a sense of satisfaction that they're getting these jobs.

Additionally, high school students, and women and minorities have been given opportunities and access to these jobs and overall it just increases the access for certain target populations to work on these PLA projects.

From an awarding agency perspective they're placed in a better position to ensure through monitoring that apprenticeship utilization ratios are met. And also on sound transit projects, there are four factors that were enumerated that allows for the owner to be engaged in Workforce development, provides community oversight. They created a pre-apprenticeship funding mechanism known as rapid model for training perspective apprentices and it provided for direct entry opportunities for apprentices to work on these projects.

What's working? Created a point of contact to access workers and information, created pride in community members that accessed these jobs, partnerships were created that allowed for working on Workforce diversity. Direct entry is successful as a model of getting community members access to these jobs and worker mentoring mechanisms were created for improved retention of workers.

What's not working? Need more efficient turnaround period for identifying prospective direct entry candidates to ensure that they're job ready. We need better labor market information to determine what Workforce needs will be. We need to continuously improve the recruiting retention, women and minorities on these projects and more specifically women. Also, because on the sound transit project they're working on highways, safety is a concern so we need to ensure that the candidates that are working on these projects are trained in the safety aspects and dangers of working on a highway.

Finally, we had some action items that we would like to work on that will hopefully improve the delivery system. And those are: We need to engage other public entity stakeholders that have PLA requirements on their projects to participate in apprenticeship forums like what you hold quarterly so that they can become aware of the efforts that are being done to improve Workforce delivery on our projects. Also, just to continue to improve the Workforce delivery system overall for getting job-ready candidates to employers in a timely manner.

Third, it was suggested that we have a mechanism to standardize PLA agreements. There are different versions of PLA's out there and it creates confusion for contractors and those that are working on these projects.

And lastly, possibly publish a PLA manual for dummies, because there are people that aren't familiar with PLA's and if they had a manual that could be given to them that describes what a PLA is, where you go to get information, workers, who the players are, perhaps we can reduce confusion.

Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade

NO REPORT

General Administration, State of Washington

John Lynch, an assistant director at the Department of General Administration, reported. I'm responsible for the division of engineering and architectural services. I'm here with Liz Smith from Labor and Industries and we each have some information for you. But regarding the GA's apprenticeship program where we have requirements for apprenticeship participation on our public works projects, I have a handout. We have some of these in the lobby and I think we passed them out to you, but this is a summary of the apprenticeship participation we've seen to date going back to when we first put our requirements into our contracts under the executive order. So we have a list here of currently active projects and

overall we're seeing about an 18 percent, little better than 18 percent participation in the active projects and all those jobs that have already closed out, we're just under 18 percent. So percentage-wise we're doing real well.

One thing that we continue to be concerned about is the data collection for a couple of reasons. One is we want accurate and complete data from the general contractors as well as all their subcontractors. And we want to be able to gather that accurately and efficiently and get it into a database. So I wanted to show you something we are just now doing. And there's a handout on this. It's this kind of a beige sheet. One side is a paper form that we have been using or similar to the one we've been using from the beginning to get information from the contractors. They give us this form every month with their invoice and it's a paper process. We've been taking that information and hand entering it into a database - the other side shows the new system.

We're going to be collecting the information electronically on an Internet-based testimony. One of the neat things is that the contractors will see kind of a pull down menu of showing the correct titles of apprenticeship crafts. So that we don't have to rely on what they write in because sometimes that creates confusion, how they might abbreviate a job class and so forth. So we think this will give us more accurate information. We hope that it's easier for the contractors to fill out. Therefore, we'll get more complete information from them. And it's going to definitely be easier for us because it will go directly into an electronic database. So I hope that's going to work real. We're just now getting that up and running.

Liz Smith is here because L & I and GA have been asked to do a joint report and I'll let her take it from here.

COUNCILMEMBER CRANE: John, thanks so much. I know this has been hard to get the data in and now you've got a bigger responsibility since the bill was passed. I've got a question for you. On previous reports we've actually gotten information about the percentage and number of women who have been working on this job, notice now on this form and it isn't also something that's being collected. Can you respond to that?

MR. LYNCH: When the bill was passed the legislation didn't require us to collect that data specifically but since we started asking for the names and apprentice numbers, we realized that if somebody wants that information it's all there and it will all be there electronically. So we felt like we didn't have to separately ask for that information because we were in effect collecting it through apprenticeship number.

COUNCILMEMBER CRANE: I would like to officially ask for my colleagues that the reports that we get in the future include that information.

MR. LYNCH: Okay. I'll work with L & I because it's through the apprentice number we can find that information.

COUNCILMEMBER CRANE: And cross-reference it?

MR. LYNCH: Yeah, and cross-reference it.

COUNCILMEMBER CRANE: Thank you.

MR. LYNCH: So we'll figure out a way to do that.

COUNCILMEMBER WOODS: By way of clarification, John, I'm looking at the form that you have here. You have on here that there is the general male or female. Will that be part of your readout when you do the completion of the wrap-up of these electronic forms?

MR. LYNCH: Yes, it will be. Because I'm not real familiar with what's in the form. What we handed out was a several screen process. But we printed one of the screens to show you an example of how the forms are going to work. So apparently we are asking for that.

COUNCILMEMBER WOODS: Because this has been a great success with us in our prevailing wage arena. We went from a terrible error rate for completion of forms to almost 100 percent accuracy with electronic and now we're at 80 percent and folks love it. So this is, I think, a great improvement. Thank you.

CHAIRWOMAN NICHOLS: I know that we had asked for that data before and so if we need it in a motion we can certainly do that. But we have noticed and it's been really helpful and the interest in the information that the participation of women in this program is almost unbelievably low, so to not have that information doesn't give us the tool that we could utilize to figure out where we're going. And the same, of course, is true with minorities, we want that information. It's very important to us.

MR. LYNCH: With the electronic system, I think it will be easy to do. So we'll plan to do it that way.

MS. SMITH: So the second part of this is an update. As John stated, my name is Elizabeth Smith. And I'm policy research manager for specialty compliance services in the Department of Labor and Industry. And you'll see on your chair or on your chair this morning when you came in was a memo and there are also copies of these memos on the back table by the entryway for anybody in the audience who is interested.

It's a memo regarding the apprenticeship utilization report to the legislature. And the legislature representative, Steve Conway, asked the department of GA and the Department of Labor and Industries to collaborate on a report - excuse me - summarizing the information outlined in the apprenticeship utilization legislation and also recommending any modifications or improvements to the apprenticeship utilization program. So I just wanted to talk with you a little bit today and tell you what's going to be in the report. Give you the raw data that the report is going to be covering and then ask for your input about anything else that you would like to see covered in the report as it's drafted in the next month.

The information that you see there under Item 1, which is collected in the bill, is going to be summarized. And if you look down at Item 2 there's going to be a brief background on apprenticeship utilization and the legislation that was passed. There will be the apprenticeship utilization data table, which if you'll look is page - begins on Page 3 of the handout. And what this - what this data is it takes all of the data that was submitted by the contractors to Department of General Administration and I've broken it down into trade groups. The data when it came in was just raw crafts like cabinet maker, carpet foreman, fence erector, that sort of thing and so to make it more useful for analysis, we've broken it into larger trade groups such as carpenters, floor covering, cement masons, et cetera. And if you look, you can see the hours that were submitted for apprentices, for journeymen and the percentages that have resulted from those and this data goes back as far as GA has collected the data.

One of the things that the improvements that John has been speaking about regarding data collection are going to be very helpful in the future for this project.

The second page of the memo is an e-mail that Labor and Industries will be sending out to the JATC's asking them if they've ever been in a situation where a contractor has requested apprentices for a public works job and the JATC has not been able to provide them with apprentices. This question will get to the matter of whether or not there's a shortage of apprentices in a craft or trade. We can see what the numbers tell us but it's also important, I think, to ask has there ever been a situation just so we can get that quantitatively and qualitatively.

And then recommended improvements or modifications and those will be work those out seeing what, depending on what the contractors tell us. Oh, and one of the things also, Labor and Industries is going to be sending out e-mails to the apprenticeship council and John is going to be speaking with his stakeholder groups and contractor groups to get the same information from their side so we have it equally.

So that being said, I would appreciate any input or comments or suggestions you might have.

COUNCILMEMBER CRANE: Two things. First, this is great. And one of the suggestions that I would make about the input that you're asking for is that I'm aware of at least a couple of times in King County where a program has run out of apprentices, especially where like a large PLA project has gone on and the apprenticeship program has been particularly creative in coming up with ways to address that. And it would be useful to be able to collect that information and put it back on that report.

COUNCILMEMBER D'HONDT: Yeah. Just a quick comment being in the construction business as a general contractor. We don't call the JATC's for apprentices, we call the union halls.

MS. SMITH: Okay. So just use that language.

MR. LYNCH: I have one more comment about Eastern Washington since we're over here today. General Administration has in contract or about to be in contract over 250 millions dollars of construction east of the cascades so the biggest ones are in Walla Walla and soon to be Connell with the Department of Corrections but we've got some large community college projects as well.

Oregon State Apprenticeship and Training Council

NO REPORT

Washington State Coordinators' Association

William Bowser, representing the Washington State Coordinators Association, reported. We had our meeting yesterday at 1 o'clock and Larry Walters chaired the meeting in my absence. We had reports from the usual folks, ATELS, Eastern Washington Coordinators Association, and the State Board. We had a guest presenter, Dr. Rita Shank, and she was from the Institute for Environmental Research and Education. She gave a presentation regarding a ten-year plan for Vashon Island to become independent regarding energy. So she's primarily researching alternative energy sources.

We also had a comment from Pinky Dale, South Sound Community College, regarding safety education awareness on the workplace event that's going to occur on October 26th

and 27th. Peter Lahmann with the Northwest Labor and Training talked about a survey form that would go out to programs that would conduct safety and health training that would allow perhaps crafts or organizations that didn't have complete classes to share students to make those complete classes.

Marvin Jenkins gave a report on the career fair that was held in Kennewick.

\$386 was collected for Nettie Dokes' family, victims of the hurricane in New Orleans. Her parents were missing for a couple of weeks.

CHAIRWOMAN NICHOLS mentioned that Nettie had many of her immediate members of her family come to Seattle. She had 11 of them living in her house. And obviously the Northwest has been very supportive. And Nettie went on - we asked people donated. They donated almost \$400 in the coordinator's meeting yesterday. Nettie's first bill when she went it Costco was over \$800, as you can imagine. I know that she deeply appreciates the support of this community and we really appreciate what you folks did yesterday and what you're going to do today. Thank you.

MR. BOWSER: I'd actually like to go into a little detail regarding the Western Washington Coordinators Association. They did meet and talked about the retention goals formula. I do have a couple of handouts here if the Council is interested in looking at these. What you have is a proposed formula for determining retention goals by trade or occupation and then there's a sample calculation for you to use.

New and Emerging Apprenticeship Consortium

No report; M/S/C to remove from the agenda

Secretary, Washington State Apprenticeship and Training Council

Patrick Woods reported. We have Liz Smith, who will also be giving a presentation on the cosmetology report for apprenticeship. A couple of items I'd like to bring to your attention. One is there has recently been an appointment of a new boiler chief for the State of Washington. It's an acting position and we will be going for a nationwide search to permanently fill that position. The acting chief is Linda Williamson.

In addition, we are moving forward with the budget package for apprenticeship to cover the workers' comp side of the RSI and we'll be bringing that to the legislature this coming year.

In addition, we will have a prevailing wage bill, trying to make sure that the prevailing wage projects - our staffing - is funded to ensure enforcement and surveys.

And finally, request any feedback from the apprenticeship community for our division. We're having an off-site on November 9th. We'd welcome your input, not just on the apprenticeship arena but where you interact with other aspects of specialty compliance, be it in the electrical, the plumbing, the elevator, the boiler, the factor assembled structures, the employment standards, minimum wage, child labor or prevailing wage. So if there are items you'd like to highlight for us we'd appreciate that, what we do well, what we do poorly, and where you'd like to see us in the coming year.

And with that, I'd like to hand the mike over to Liz Smith, who'll be giving that presentation.

MS. LIZ SMITH: Good morning again. One of the other reports that I'm working on for the legislature is for the cosmetology apprenticeship pilot program. Two years ago, the

Governor approved legislation to create a pilot program for cosmetology apprenticeships. We did a report to interested parties on it last year and this year the advisory committee assisted by Labor and Industries, is creating a report to the legislature. And on your chair this morning you had a memo, a one-page memo, outlining what the report will include.

It's going to include information about how many apprentices are participating, how many are completing or are on track to completing, to the extent possible, their scores on their cosmetology exam, what the turnover has been, information about employer and apprentice contributions, and other information.

We're also doing their focus groups involving the apprentices in the salons to get qualitative information about what has happened with them and we're also doing a survey of the apprentices in a salon, asking about their satisfaction and their experience. Drafts will be e-mailed to you within the next few weeks for your review and comment. If you have any other input or suggestions or questions right now, I'd be happy to take them.

WSATC Compliance Review and Retention Subcommittee

COUNCILMEMBER CROW reported: The Compliance Review and Retention Subcommittee met yesterday.

Present were Pete Crow, Melinda Nichols, and Anne Wetmore. Absent was Dave Johnson.

Yesterday we discussed retention goal calculation by trade or occupation. We had a presentation from the Coordinators Association to the possible formula for establishing a baseline. The subcommittee is going to take this baseline. The subcommittee is going to take this under advisement and then they moved second and carried to meet in December to discuss this and other issues. So we're going to take this formula under advisement, get some input from the community about the formula. There's probably a few problems with it but they may be minor because over the course of ten years things seem to average out. But we will take that under advisement and meet about it.

There was a discussion on women in construction and apprenticeship and some of the following that we're concerned about. We discussed the possibility of some things, improved retention of women and minorities in apprenticeship, once you properly included and gotten some minorities, it's very important that we help them and mentor them and keep them in the program so we can meet our goals.

Other business that was discussed yesterday was the compliance reviews themselves and we have a record of all of the compliance reviews. Published for anyone who would want that record, they could get it from the department of all of the decisions that were made.

Tomorrow I will be making a motion to accept the report and to have the committee meet in December.

M/S/C to approve

WSATC Tribal Liaison Subcommittee

COUNCILMEMBER TOULOU reported. During the third week of last month Pete Crow, Dave Johnson, Melinda Nichols, and myself attended the Pacific Northwest Regional TERO Conference at the Coeur d'Alene tribal casino where we did a brief presentation on the Council, read the mission statement. We gave a brief history of our personal involvement with apprenticeship programs. Basically what we were doing is introducing ourselves to the TERO community. It's a place of beginning, a place to start. We want the

TERO community to be aware of who we are, what we're about and to offer our assistance in developing apprenticeship programs. I think the information was received well. Pete, Dave and Melinda did an excellent job and we're going to hopefully build on that in the near future and get more involvement from the TERO community.

CHAIRWOMAN NICHOLS reported that the subcommittee had wanted to have a Tribal Liaison Subcommittee meeting tomorrow afternoon or tomorrow morning at 10 o'clock. Several of the principle members of the subcommittee will not be available at that time. We, I believe, will need to postpone that meeting until a later time. We could try to have it this afternoon but it's pretty short notice.

CHAIRWOMAN NICHOLS: We have a couple of folks in the audience who are on this subcommittee. Chuck Danner is on the subcommittee, I'm on it, Pete Crow is on it, and Pat is the chair. And we could certainly try. We have - we're not sure about our appeals this afternoon. We can certainly try to get together at the conclusion of those appeals. So if that happens, that will be great. If not, we will reschedule for a time convenient to the members of the committee.

M/S/C to approve

WSATC Annual Report Subcommittee

NO REPORT

WSATC Reciprocity Subcommittee

COUNCILMEMBER LINK: Madam Chair, as a member of the Reciprocity Subcommittee, I would like the department to start the process with our neighboring State of Idaho. My understanding is they have legislation requiring 90 percent of the work being done by Idahoans –

COUNCILMEMBER D'HONDT: 95.

COUNCILMEMBER LINK: 95 percent. I do not believe that that falls along the guidelines of our reciprocity agreement. If the department would start the process, I would like to meet with them and our committee and maybe we will have to take some further action at a council meeting. The Department should look into the “Idaho First” policy and its impact on reciprocity.

WSATC Special Subcommittee

NO REPORT

WSATC Strategic Planning Subcommittee

CHAIRWOMAN NICHOLS: Strategic Planning Subcommittee. I think the only report from the Strategic Planning Subcommittee would be that we were planning on having a seminar to cover several areas of interest to apprenticeship. We had hoped to have that seminar in April and we now believe that there is so much work on the plates of the folks that the apprenticeship coordinators and others that we would like to postpone that until July. We certainly will be sharing with you more of what possibly could be on the agenda for that special seminar and we'll share that with you as soon as we get it.

WSATC Tie-Breaker Subcommittee

NO REPORT

WSATC WAC/RCW Policy Subcommittee

NO REPORT

WSATC "Final Order" Status Report

Nancy Mason distributed report earlier today.

WSATC Members

CHAIRWOMAN NICHOLS: Just to announce that we collected a total over the two days of \$634 for Nettie Dokes and her family after Katrina. I want to thank everybody so much.

UNFINISHED BUSINESS:

NEW BUSINESS:

1. Request from Program to be taken off suspension: **NORTHWEST WASHINGTON CARPET, LINOLEUM & SOFT TILE LAYERS APPRENTICESHIP PROGRAM**

M/S/C to take no action; program did not appear before the Council

PROPOSED COMMITTEES:

2. **ELMHURST APPRENTICESHIP COMMITTEE**
Line Electrician (DOT 821.261-014) 6,000 hours
M/S/C to approve
3. **WESTERN MASONRY APPRENTICESHIP COMMITTEE**
Bricklayer (DOT 861.381-018) 4,900 hours
M/S/C to approve

NEW STANDARDS:

4. **HAMPTON LUMBER MILLS WASHINGTON OPERATIONS – DARRINGTON**
Industrial Maintenance Millwright (DOT 638.281-018) 8,000 hours
(SOC 49-9044)
5. **HAMPTON LUMBER MILLS WASHINGTON OPERATIONS – MORTON**
Industrial Maintenance Millwright (DOT 638.281-018) 8,000 hours
(SOC 49-9044)
6. **HAMPTON LUMBER MILLS WASHINGTON OPERATIONS – RANDLE**
Industrial Maintenance Millwright (DOT 638.281-018) 8,000 hours
(SOC 49-9044)
M/S/C to approve items 4, 5, & 6
7. **NORTHWEST INDEPENDENT CONTRACTORS ASSOCIATION APPRENTICESHIP COMMITTEE**
Carpet, Linoleum and Soft Tile Layer (DOT 864.481-010) 8,000 hours
M/S/C to approve pending RSI approval of SBCTC

REVISED STANDARDS:

8. BENTON RURAL ELECTRIC ASSOCIATION APPRENTICESHIP COMMITTEE

ADD OCCUPATION:

Warehouse Coordinator (Warehouseman) (DOT 929.687-030) 3,000 hours
Section II: Minimum Qualifications
Section IV: Term of Apprenticeship
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section IX: Related Supplemental Instruction

*M/S/C to refer back to the committee to rework RSI needs a lot of work – L&I
Apprenticeship Coordinator to assist this program.*

9. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE, THE

Section X: Administrative/Disciplinary Procedures

ADD South Seattle Community College

M/S/C to approve

10. EASTERN WASHINGTON – NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

11. INLAND NORTHWEST MASONRY APPRENTICESHIP COMMITTEE

Revise DOT to read as new Federal SOC:

Bricklayer	47.2021.00
Cleaner, Pointer & Caulker	47.3012.00
Terrazzo Worker	47.2053.00
Tile, terrazzo & Marble Finisher	47.3011.00
Tilesetter	47.2044.00

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VI: Ratio of Apprentices to Journey Level Workers

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

12. LINOLEUM AND CARPET CITY/SPOKANE FLOOR COVERING ASSOCIATION

REVISE DOT to read as new Federal SOC [Standard Occupational Code]:

Soft Floor Layer	47.2042.00
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Section II: Minimum Qualifications
Section VIII: Work Processes
Section IX: Related Supplemental Instruction

M/S/C to approve

13. MASON COUNTY PUBLIC UTILITY DISTRICT #3 APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Section IV: Term of Apprenticeship

M/S/C to approve

14. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE

REVISE DOT to read as new Federal SOC [Standard Occupational Code]:

Bricklayer 47.2021.00

Cleaner, Pointer & Caulker 47.3012.00

Terrazzo Worker 47.2053.00

Tile, terrazzo & Marble Finisher 47.3011.00

Tilesetter 47.2044.00

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section VI: Ratio of Apprentices to Journey Level Workers

Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

ADD Bellingham, Everett, and Skagit Community Colleges to the program's standards

Section VI: WAC 296-05-316 (5) Violation of WAC unless exception granted by the Council

Section VII: "Fringe benefits for apprenticeship will be paid according to terms of the appropriate collective bargaining agreement covering their occupation, where applicable." This needs to be removed due to collective bargaining language WAC # 296-05-303 (4) bullet 4

Read letter of 'exception' request

'Fringe Benefits' belongs with Prevailing Wage & Hourly Rates, not Apprenticeship.

If the Council grants the 2:1, what safety considerations will there be?

M/S/C to approve a 2:1 apprentice to journeyman ratio for residential electrician for a three year trial period; At the end of the three years the Department will be asked to report to the Council any adverse impacts on apprenticeship training. If the program can achieve a 50% or better retention rate and the impact report is minimal, the Council will consider an extension for permanent approval to ratio change request. The Council reserves the right to resend the 2:1 ratio during the trial period if the change causes serious complaints or impacts on residential electrical training on residential apprentices. The program will be required to provide any requested reports from the Department.

15. PACIFIC NORTHWEST IRONWORKERS & EMPLOYERS APPRENTICESHIP AND TRAINING COMMITTEE LOCAL #14

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve

**16. PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS LOCAL 86
APPRENTICESHIP COMMITTEE**

- Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 B. Equal Employment Opportunity Plan
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section VII: Apprentice Wages and Wage Progression
Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures

M/S/C to approve with the following amendments:

Section II: Minimum Qualifications

Age: (ADD)

Must provide documentation to verify age such as Birth Certificate or valid driver's license

OTHER: (ADD)

b. Dependable transportation to jobsites within the geographic area of these standards

c. Must possess valid driver's license

d. Provide copy of Social Security Card for employment purposes

Section IX: Related Supplemental Instruction

Identification of colleges: South Seattle Community College and Bates Technical College

17. POWER LINE CLEARANCE AND TREE TRIMMERS APPRENTICESHIP COMMITTEE

- Section II: Minimum Qualifications
Section VII: Apprentice Wages and Wage Progression

M/S/C to approve

**18. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING
COMMITTEE**

- Section II: Minimum Qualifications
Section VI: Ratio of Apprentices to Journey Level Workers

ADD South Seattle Community College

If granted, what would keep others from expecting to be given the same consideration for a 2 to 1 ratio?

Is there a law different than the ELOI?

M/S/C to approve a 2:1 apprentice to journeyman ratio for residential electrician for a three year trial period; At the end of the three years the Department will be asked to report to the Council any adverse impacts on apprenticeship training. If the program can achieve a 50% or better retention rate and the impact report is minimal, the Council will consider an extension for permanent approval to ratio change request. The Council reserves the right to resend the 2:1 ratio during the trial period if the change causes serious complaints or impacts on residential electrical training on residential apprentices. The program will be required to provide any requested reports from the Department.

19. SEATTLE BOILERMAKERS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

ADD South Seattle, Bates, Olympic, Skagit, and Everett Community Colleges.

M/S/C to approve

20. SEATTLE MEATCUTTERS APPRENTICESHIP COMMITTEE

Section I: Geographic Area: Wording only: change to show "Headquarters in Auburn WA"

Section VII: Apprentice Wages and Wage Progression

Section X: Administrative/Disciplinary Procedures

M/S/C to approve

21. WESTERN WASHINGTON SHEET METAL JATC

ADD OCCUPATION:

Glazier

(DOT 865.381-010

8,000 hours

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related Supplemental Instruction

LETTER RECEIVED TO PULL FROM THE AGENDA.

CANCELLATION OF NEW APPRENTICESHIP COMMITTEES:

22. E W A N I D INTERIOR SYSTEMS JOINT APPRENTICESHIP AND TRAINING COMMITTEE (Department request)

M/S/C to approve cancellation

CANCELLATION OF APPRENTICESHIP STANDARDS:

23. COWLITZ COUNTY FIRE DISTRICT #2 (sponsor request)

M/S/C to approve cancellation

24. FOXX BOWL APPRENTICESHIP PROGRAM (sponsor request)

M/S/C to approve cancellation

25. KING COUNTY SHIPWRIGHTS AND BOAT BUILDERS APPRENTICESHIP COMMITTEE (sponsor request)

M/S/C to approve cancellation

**ADMINISTRATIVELY APPROVED REVISIONS:
STANDARDS**

26. CITY OF CHEWELAH APPRENTICESHIP COMMITTEE

Section IX: Related Supplemental Instruction

Section XI: Committee – Responsibilities and Composition

**27. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(carpenter)**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

**28. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(construction electrician)**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

**29. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(heavy equipment operators)**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

30. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (HVAC)

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

**31. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(painter-decorator)**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

**32. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(plumber)**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

**33. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON
(sheet metal worker)**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

34. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan

35. OAK HARBOR POLICE DEPARTMENT

Section VII: Apprentice Wages and Wage Progression

**36. POWER LINE CLEARANCE AND TREE TRIMMERS APPRENTICESHIP
COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

M/S/C to approve items 26 through 36

COMMITTEES; SUBCOMMITTEE; TRAINING DIRECTOR/COORDINATOR

37. CENTRALIA CITY LIGHT APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

- 38. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 39. CITY OF RIDGEFIELD, CITY HALL**
Section XI: Committee – Responsibilities and Composition
- 40. COMMUNITY TRANSIT/I.A.M. DISTRICT 160 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 41. CONSTRUCTION INDUSTRY TRAINING COUNCIL OF WASHINGTON (construction electrician)**
Section XI: Committee – Responsibilities and Composition
- 42. EASTERN WASHINGTON AND NORTHERN IDAHO PAINTERS AND ALLIED TRADES APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 43. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 44. IBEW LOCAL UNION #76/SOUTHWEST WASHINGTON CHAPTER N.E.C.A. APPRENTICESHIP COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 45. INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL 19 – NATIONAL ELEVATOR INDUSTRY EDUCATIONAL PROGRAM**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 46. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL MAINTENANCE ELECTRICIAN**
Section XI: Committee – Responsibilities and Composition
- 47. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL MAINTENANCE MECHANIC**
Section XI: Committee – Responsibilities and Composition
- 48. J.R. SIMPLOT CO. (PASCO) INDUSTRIAL REFRIGERATION TECHNICIAN**
Section XI: Committee – Responsibilities and Composition
- 49. MULTICARE HEALTH SYSTEM – HEALTH UNIT COORDINATOR APPRENTICESHIP AND TRAINING PROGRAM**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 50. MULTICARE HEALTH SYSTEM (MHS) – CT/MRI APPRENTICESHIP PROGRAM**
Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator
- 51. NORTHWEST WASHINGTON ELECTRICAL INDUSTRY JOINT APPRENTICESHIP AND TRAINING COMMITTEE**
Section XI: Committee – Responsibilities and Composition
- 52. PACIFIC POWER & LU 125 JATC, LINEMAN**
Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee
Section XIII: Training Director/Coordinator

53. PACIFIC POWER & LU 125 JATC, METER TECHNICIAN

Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee
Section XIII: Training Director/Coordinator

54. PACIFIC POWER & LU 125 JATC, SUBSTATION WIREMAN

Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee
Section XIII: Training Director/Coordinator

55. PORT TOWNSEND PAPER CORPORATION IN-PLANT APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator

56. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

57. QUINCY FOODS L.L.C. - INDUSTRIAL MAINTENANCE

Section XI: Committee – Responsibilities and Composition

58. SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition
Section XIII: Training Director/Coordinator

59. SEATTLE BOILERMAKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

60. SEATTLE MARINE ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE

Section XIII: Training Director/Coordinator

61. SEATTLE MEATCUTTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

62. SNOHOMISH COUNTY P.U.D. NUMBER 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition
Section XII: Subcommittee

63. SOUTHWEST WASHINGTON ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

64. SOUTHWEST WASHINGTON ELECTRICAL WORKERS

Section XI: Committee – Responsibilities and Composition

65. TANNER ELECTRIC COOPERATIVE LINEMAN APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition
Update into new Council format

66. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE

Section XIII: Training Director/Coordinator

67. WESTERN WASHINGTON OPERATING ENGINEERS FACILITIES CUSTODIAL SERVICES APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

68. WESTERN WASHINGTON PAINTING, DECORATING AND DRYWALL APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

69. YAKIMA FIRE DEPARTMENT FIRE MEDIC STANDARD

Section XI: Committee – Responsibilities and Composition

M/S/C to approve items 37 through 69

DATE AND LOCATION OF NEXT MEETING:

JANUARY 19 - 20, 2006

DEPARTMENT OF LABOR & INDUSTRIES

7273 LINDERSON WAY SW

TUMWATER WASHINGTON

FUTURE MEETING SITES:

APRIL 2006

SPOKANE

JULY 2006

VANCOUVER

OCTOBER 2006

PASCO

JANUARY 2007

TUMWATER

ADJOURNMENT